

# WINNIPEG ELECTRIC COMPANY

AND

## ITS EMPLOYEES

### Facts and Figures For Your Information

BULLETIN NO. 4, FEBRUARY 1, 1939

#### SLOGAN WINNERS ANNOUNCED

A great deal of interest was taken in the Company's Slogan Contest which was announced in previous issues of this Bulletin. Over 200 slogans were received and every Department of the Company was represented among the contestants.

Obviously it was a very difficult task to decide the prize winners from such a large number of entries but the selection has been made and Mr. Anderson, our President, announced the winners to be as follows:

"Modern Services for a Modern Community"	
Frank Matheson, Publicity Dept.	\$50.00
"Pioneers in Public Service"	
H. H. Davis, Statistical Dept.	\$15.00
"Public Service with Private Initiative"	
A Cammell, Engineering Dept.	\$ 5.00
"Service with Safety, Speed and Satisfaction"	
C. Barrett, Mill Street	\$ 5.00
"Pleasing You Pleases Us"	
L. A. Speed, Treasury-Revenue Dept.	\$ 5.00
"Definitely—Your Servant"	
W. C. Monk, Traffic Dept.	\$ 5.00
"Public Servant Number One"	
R. R. Mills, Chief Clerk, Railway Dept.	\$ 5.00
"Bombardiers of Drudgery"	
M. Erlindson, St. Boniface Substation	\$ 5.00
"Services that Satisfy and Save"	
F. Youngs, Traffic Dept.	\$ 5.00



#### ANOTHER SUCCESSFUL AUTOMOBILE AND TRUCK DRIVERS' COMPETITION

A year ago the Company announced a special Safety Competition confined to the Truck and Automobile drivers in the Company's employ. These drivers were divided into four teams, made up as follows:

Team No. A—Appliance, Electric Meter and Gas Distribution Departments.

Team No. B—Bus Garage and Miscellaneous Departments.

Team No. C—Overhead Lines, Railway Distribution and Track Departments.

Team No. D—Chauffeurs and Auto Drivers in Car and Bus Garages, Sales, Treasury and Collection Departments.

In the first quarter of 1938 Team C won the Competition with .183 accidents per 10,000 miles, with 55,554 miles operated. In the second quarter the winning group was Team C with no accidents for 48,086 miles operated. For the third quarter the winners were Team B with no accidents for 40,843 miles operated, and in the final quarter of the year Team D won the contest with 33,531 miles operated and no accidents.

Team D is made up as follows: Messrs. H. Bennett, J. Bishop, J. Boag, T. Burden, G. Clydesdale, W. J. Douglas, A. Gray, K. Hatherley, R. Z. Havelock, F. Hempsall, F. H. Herbert, J. Johnston, D. Laing, J. A. Lane, J. McIntyre, G. E. Pearce, A. Poulton, R. Ross, R. G. Scott, D. C. Sibbald, W. Smith, J. F. Stewart, A. C. Swanson, H. P. Vialoux.

We congratulate our Automobile and Truck Drivers as a whole for the good record they had during 1938 and we look forward to even better results in the present year.



### **AN IMPORTANT ANNIVERSARY**

On January 9th Mr. Edward Anderson, K.C., completed his tenth year and commenced his eleventh year as President of Winnipeg Electric Company.

Mr. Anderson took over his duties in 1929 at a time when the business world apparently quite unknowingly was heading for the crash which came in October of that year. Men at the head of large business institutions then had to face a period of depression worse than any that the modern business world has experienced. This was the outlook immediately after Mr. Anderson became the Head of our Company.

We are sure that he can look with satisfaction at what has been accomplished notwithstanding the adverse conditions. During the past ten years the Seven Sisters Falls power plant has been completed and put into operation. Quite a long period of the past decade was devoted by Mr. Anderson to the reorganization of the Company which he brought to a successful completion and which undoubtedly saved the Company from very serious difficulties. Last year the Company's business territory was expanded by the construction of the power line to serve the paper mill at Kenora, Ontario—an extension which it is hoped will lead to much additional business as a result of its near-

ness to a number of promising mining properties in the territory which it serves.

A few weeks ago Winnipeg Electric Company again demonstrated its determination to pioneer in improvements in its service by putting into operation the Trolley Bus route on Sargent Ave., this being the first Trolley Bus installation west of Montreal and the second installation of these vehicles in Canada.

Perhaps the most important achievement during the past ten years has been the steady improvement in the relations between the Company and its employees. There are also definite signs of a better understanding of the Company's position and services on the part of public bodies.

It is pleasing to his friends and particularly to those who make up the Winnipeg Electric family of employees to note that, despite trials and difficulties for the past ten years, Mr. Anderson retains his splendid physique, his courteous manner and his enthusiasm for all things which are good for the Community and the Company.



## EMPLOYEE RELATIONS

As mentioned elsewhere, there has been a very gratifying improvement in the relations between the employees and the Management of Winnipeg Electric Company in recent years.

It is one of the anomalies of the law governing negotiations between employers and employees that before a Board of Arbitration is appointed by the Canadian Government, the employees must take what is known as a "Strike Vote." It is seldom that the employees intend to strike when such a vote is taken but they have to go through the motions of saying that they intend to strike before a Board of Arbitration can be appointed.

This Strike Vote is frequently featured by the newspapers and creates an entirely erroneous and damaging impression on the public mind, particularly among those people who are dependent upon the Company for electric and gas services. They naturally become alarmed at the possibility of being deprived of these services, an event which would lead to considerable loss and inconvenience to them.

Representatives of the employees realize the unfortunate possibilities to the Company's business owing to these circumstances and this was very plainly pointed out at a recent gathering of a small group of employees by one of the men who served as a representative of the employees in his department in the negotiations which took place last year with reference to changes in working conditions. He questioned the wisdom of the necessity of a Strike Vote being required before a Board of Arbitration can be appointed and he felt

that some less harmful plan should be found. He also deplored the weary weeks of the dreary and sometimes abortive proceedings and he referred with approval to the plan carried out by our employees and the Management last year to meet the negotiation difficulties.

This plan was the appointment of a committee of the Management to meet a committee of the men in which Mr. Anderson took a personal part. This joint committee was able to settle various differences speedily and the employee referred to made the suggestion that it was an excellent method of reconciling differences. The committees meet periodically and discuss Company business and as a result there is a better understanding and improved relations as between the Management and the employees.



### 47 YEARS OLD

Our transportation system is being operated under a contract made 47 years ago—in 1892. It is hardly necessary to point out that conditions at that time were entirely different to what they are today. We didn't have the automobiles on the streets, the various traffic hazards that now exist and the large increased cost of operating the service.

Indications are that at an early date the City Council and the Company will confer on bringing the agreement—By-law 543—up to date so that the Company will be given an opportunity of working under modern conditions and consequently giving better service. At the present time this contract continues in 5-year periods, one of which commenced in 1937. This period is too short to enable the Company to plan on a long term basis—something which is very necessary on a transportation system where heavy expenditures have to be made when improvements are installed. It is to be hoped that the whole situation will be thoroughly considered by the City Council and reasonable changes made in the conditions under which we operate street cars and buses in Winnipeg.

Employees will be, without doubt, questioned on this problem by their friends and it would be very much appreciated if employees who desire to get further information on this question would get in touch with the Public Relations and Publicity Department, 511 Electric Railway Chambers, telephone 904 209.